



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND  
9301 CHAPEK ROAD  
FORT BELVOIR, VA 22060-5527

AMCEE

05-01-AMCEE

22 May 2005

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Policy Letter - Individuals with Disabilities (IWD) and Disabled Veterans Policy Memorandum**

1. The U.S. Army Materiel Command (AMC) is committed to equal employment opportunity for Individuals with Disabilities (IWD). Management will provide reasonable accommodations under the law and ensure equal opportunity in hiring, advancement, training and treatment of individuals with disabilities. Individuals will be afforded opportunity for advancement solely on their abilities and not their disabilities.
2. Equal opportunity for IWD, to include disabled veterans and persons with targeted disabilities, is a Command program. The Office of Equal Opportunity has the lead for this program. Supervisors will ensure proper accommodations are provided for employees and serve as advocates to help employees and individuals with disabilities overcome barriers that restrict equal employment opportunities.
3. All AMC managers, supervisors, leaders and employees will strive to achieve a civilian workforce in which all individuals with disabilities are, represented in every AMC's organization. It is important for AMC to meet these challenges in order to ensure equal opportunity for all while seeking mission accomplishment.
4. If an individual has any questions or requires additional information on this policy, he or she may contact the Office of Equal Opportunity, Headquarters, AMC, DSN 656-8665 or commercial (703) 806-8665.

//Signed//

**BENJAMIN S. GRIFFIN**  
General, USA  
Commanding

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